

# **USMC RESTRICTED OFFICER PROGRAM**



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# WARRANT OFFICERS - SIZE

00/12/16

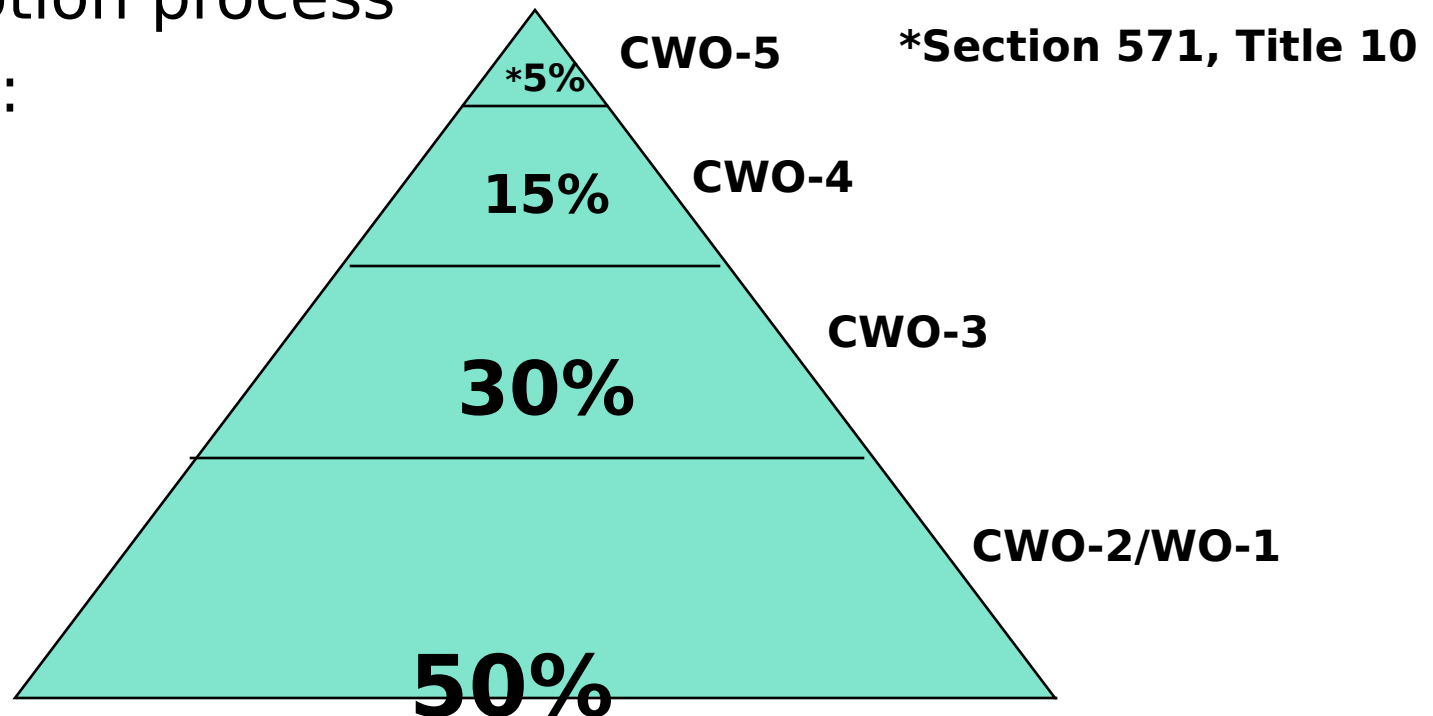
- Approximately 11% of our officer corps
  - USMC officers – 18,813 (End Strength)
  - WO Structure – 2,038
- MOSs
  - WOs – 48
    - 38 “ground” MOSs
    - 10 “aviation” MOSs
- MOS population ranges
  - Largest (0170s – 315)
  - Smallest (2125s – 5)

# CWO GRADE AUTHORIZATIONS

00/12/16



- Each WO MOS has the same grade authorizations by percentage.
- Adequate career progression and equitable promotion process
- Target:



# WARRANT OFFICER PROMOTIONS

00/12/16



- WOs compete for promotion by MOS
  - Promotion process was similar to unrestricted
- Promote to specific billet vacancies
  - No vacancies = No Board
- Boards pick the “best and fully qualified”
- Boards DO NOT have to pick the number of authorized to select



# CWO PROMOTION PLAN

00/12/16

- Annual Board
  - Convened in August
- Plan written by MOS, grade, and name
- Plan approved by M&RA, CMC, then SECNAV
  - SJA and Navy JAG review
- MMPR sends 30 day notification MARADMIN

# CWO PROMOTION OPPORTUNITY

00/12/16



- Promotion Opportunity is:
  - # of O's authorized to be selected
  - # of O's in the PRIMARY (in) zone
- Marine Corps Policy
  - CWO5 50%
  - CWO4 70%
  - CWO3 90% (100% Gunners/Recruiters)
  - CWO2 100%



# Limited Duty Officers - SIZE

00/12/16

- **Approximately 2.3% of our officer corps**
  - **USMC officers - 18,813 (End Strength)**
  - **LDO Structure - 438**
- **MOSs**
  - **LDOs - 20**
    - **14 “ground” MOSs**
    - **6 “aviation” MOSs**
- **MOS population ranges**
  - **Largest (0430s - 66)**
  - **Smallest (4602s - 5)**

# LDO GRADE AUTHORIZATIONS

00/12/16



- Each LDO MOS has different grade authorizations
- LDO Program is not career progression based; it's requirement based
- LDOs can expect to be able to compete for promotion for Maj and LtCol



# LDO PROMOTION

00/12/16



- LDOs compete for promotion by MOS
- Promote to specific billet vacancies
- Boards pick the “best and fully qualified”
- Boards DO NOT have to pick the number of authorized to select
- Same zones - AZ, IZ, BZ

# LDO PROMOTION OPPORTUNITY

00/12/16



- Promotion Opportunity
  - # of O's authorized to be selected
  - # of O's in the PRIMARY (in) zone
- Marine Corps policy
  - LtCol 70%
  - Maj 90%
  - Mirrors unrestricted promotion opportunity



# LDO PROMOTION POLICY

00/12/16

- Title 10, U.S. Code, section 619 - eligible for consideration for promotion to next higher grade after 3 years TIG as of convening date of the board



- **We cannot afford to “buy” the entire requirement, so priorities need to be set.**
- **From a manpower perspective, setting these priorities is called “manning.”**

# Manning and Staffing

## Precedence

### MCO 5320.12E

00/12/16



#### Excepted (100% of T/O) Commands

Marine Corps Recruiting Command (District and below)  
 Marine Security Guard Battalion  
 HMX-1 (Executive Support and Other Support)  
 Active Duty in Support of Reserves (Regiments/Groups and below)  
 MEU Command Elements  
 Joint Duty Assignment List (JDAL)  
 4<sup>th</sup> MEB (AT) Command Element  
 Patients, Prisoners, Transients, & Trainees (P2T2)

#### Priority (95% of T/O) Commands

Infantry Battalions (EOS Decision to Man at 100%)  
 Joint and External Commands (excluding JDAL)  
 Formal Schools  
 MARFOR Forward Headquarters  
 HQMC Departments  
 Marine Corps Recruiting Command Headquarters (T/O 5167)  
 Marine Corps Security Force Battalion  
 Active Duty in Support of Reserves (Division, Wing, and FSSG HQ)  
 Marine Corps Recruit Depots  
 Marine Barracks Washington DC (ceremonial support only)  
 Combat Service Support Detachments  
 MEF Command Elements  
 Flying Squadrons  
 Reconnaissance Units (Recon Bns and Force Recon Companies)  
 Radio Battalions  
 CBIRF  
 Blue Angels Support  
 Bands  
 VMMT-204  
 MEU Service Support Groups (MEUs)  
 Exercise Support Division, MAGTF Training Command  
 Tactical Training and Exercise Control Group  
 ANGLICO



# Manning...

## From Trooplist to ASR

00/12/16

- DC, CD converts the Trooplist into the Authorized Strength Report (ASR)
- ASR employs modeling algorithms that *optimize* unit manning allocation based on
  - 1) Unit Structure (grade & MOS at an MCC)**
  - 2) Trooplist manning**
  - 3) Special protections**

# Manning Process...

## The Bottom Line

00/12/16



- **Available manning is optimally apportioned across the Corps by DC, Combat Development**
- **Why is this important to monitors?**
- **It is not the role of M&RA to...**
  - **Prioritize requirements or**
  - **Allocate manning**
- **These functions have already occurred in the ASR under the cognizance of DC, CD**



# The Staffing Process

00/12/16

- The objective of the Staffing Process is to make the *optimal* distribution of current assignable inventory to meet the Marine Corps' Authorized Strength Report (ASR) IAW current Marine Corps staffing precedences (MCO 5320.12E)



# Questions

